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CONFIDENTIAL

85-1377/1

12 AUG 1985

DD/A REGISTRY

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MEMORANDUM FOR: (See Attached List)

FROM:

Director of Communications

SUBJECT:

Loss of Critical Personnel from OC

REFERENCE:

D/CO Memo dtd 9 April 1985, Same Subject

1. In response to my request for feedback as to why critical personnel are leaving the Office of Communications, approximately one third of the reference memorandum recipients responded to my call. The response was split equally with written and verbal input received. For those who chose to provide a verbal response, appointments were scheduled with [redacted] Deputy Director of Communications, and myself.

2. Some of the reasons for transferring that surfaced through your inputs were: inflexible management policies, movement was career enhancing, opportunity to contribute to another Agency component, poor counselling, lack of honesty in management, inconsistent treatment, lack of advancement, lack of job satisfaction, lack of challenge, etc. Although the personal reasons for leaving OC varied, one theme rang through--it was a tough decision to make to leave and most did not want to leave.

3. Obviously, I will be doing everything I can to correct the concerns you raised to ensure that other valuable employees remain with OC. Banding, more emphasis on management training for first-line supervisors, increased attention to personal and family concerns, and restructuring of the panel assignment system will all help, and we are in the process of doing these things. More will be required in the future.

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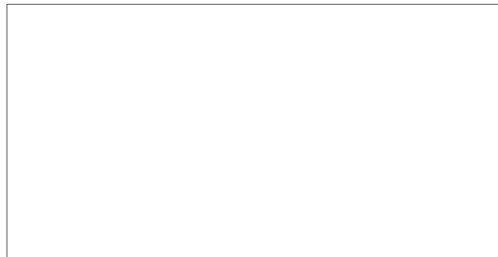
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SUBJECT: Loss of Critical Personnel from OC (U)

4. Thank you for taking the time to make your views known
and for caring about OC. (U)

25X1

cc: DDA
D/OP



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(OC-0371-85 to OC-0408-85)

9 APR 1985

MEMORANDUM FOR: (See attached list)

FROM: [REDACTED]

Director of Communications

SUBJECT: Loss of Critical Personnel From OC (U)

1. As the new Director of the Office of Communications (OC), one of my first objectives is to learn about the Office and get to know its people. A subject of particular concern has been brought to my attention during this learning process; the Office is losing some of the best and most experienced personnel to other components within the Agency. (U)

2. In the past, it has been my policy to personally interview employees who have decided to retire early, resign, or move on to similar jobs with other Agency elements. I have done this to help me better understand the needs of the Office and concerns of its people. (U)

3. I would very much like to hear from you (personal visit, phone call or note) as to the reason(s) you decided to leave OC. If you would like to meet with me personally, please contact my secretary either on secure [REDACTED] Otherwise feel free to phone or forward a note to Director of Communications, [REDACTED] Your help is appreciated. (U)

cc: DDA

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REFERENCE

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